

# Montana Healthcare Workforce Statewide Strategic Plan

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# State Health Care Workforce Development Planning Grant

- ▶ Awarded to MT Healthcare Workforce Advisory Committee and State Workforce Investment Board
- ▶ Outcome: development of the strategic plan
- ▶ Enthusiastic participation from....
  - MHWAC membership (now over 100 people)
  - Regional Focus Groups
  - Profession/Sector specific workgroups

# Cemented Partnerships

- ▶ Government agencies
  - DOLI
    - SWIB
    - Research and Analysis Bureau
  - DPHHS
    - EMS
    - Primary Care
  - OPI
  - OCHE
  - Licensure Boards

# Cemented Partnerships

## Professional Organizations

- Montana Medical Association
- Montana Hospital Association
- Montana Primary Care Association

Healthcare networks and providers



# Lesson Learned...

- ▶ Effective workforce planning is a collaborative effort across traditional organizational boundaries.
- ▶ Access Plan at <http://healthinfo.montana.edu>

# Four Overarching Recommendations

- ▶ Engage Montanans in understanding and addressing the State's healthcare workforce needs
  - ▶ Educate and train Montana's workforce
  - ▶ Recruit health professionals to Montana's health professions shortage areas
  - ▶ Retain a skilled healthcare workforce
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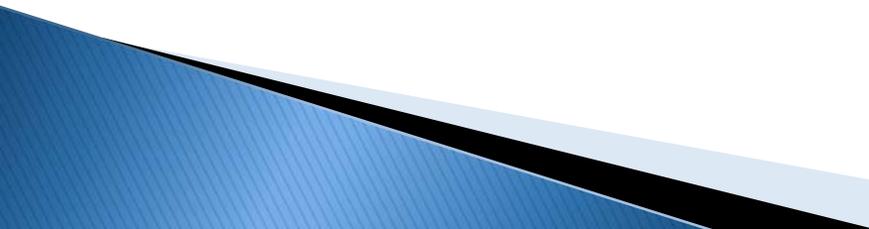
# Sector/Profession Specific

- ▶ 15 workgroups helped to develop....
  - Allied Health
  - Behavioral Health
  - Community Health Centers
  - Dental/Oral Health
  - Direct Care Workers
  - Emergency Medical Services
  - Health Informatics Staff
  - Medical Laboratory Science/Technicians
  - Nurses
  - Pharmacists/Pharmacy Technicians
  - Physicians
  - Public Health

# Priority Areas

- ▶ Develop reliable data on the healthcare workforce
  - ▶ Financial incentives for allied health professionals
  - ▶ Expand primary care workforce
  - ▶ Develop and expand healthcare career pathways
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# MT ORH/AHEC and SWIB— Moving forward

- ▶ Continue working to develop and expand career pathways for certain healthcare professions
  - ▶ Better workforce planning—generate reliable data for current and projected workforce
  - ▶ Target training to high demand professions
  - ▶ Seek joint funding opportunities
  - ▶ Share plan throughout Montana, solicit region specific input
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# AHEC Funding

- ▶ AHECs required to work with “...workforce investment boards to develop and implement strategies to foster and provide community-based training and education to individuals seeking careers in health professions within underserved areas.”
- ▶ AHEC grant reapplication—letter of support from State Workforce Investment Board